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HEALTH & FAMILY WELFARE DEPARTMENT

NOTIFICATION

The 1st March 2024

SUBJECT— Implementation of Dynamic Career Advancement Progression (DACP) Scheme to Odisha Medical Education Service (OMES) Cadre faculties of Government Medical/Dental College Teachers.

No. 5455—HFW-MEI-MISC-0035/2021-H.—In order to encourage the members of Odisha Medical Education Service (OMES) Cadre and to bring about greater commitment and dedication among them, Government has introduced the Time Bound Career Advancement (TBA), delinking financial benefit for the faculties of Government Medical Colleges vide Health & Family Welfare Department Resolution No. 9888, dated the 28th April 2023. The State Government has also introduced place-based incentives for the faculties serving in Medical Colleges.

2. Considering the cadre strength of different disciplines under OMES cadre, where promotion of OMES cadre faculties of the Medical Colleges is discipline specific, there is often delay in promotion. In order to address these delays in promotions, Government is now pleased to implement the Dynamic Assured Career Progression (DACP) Scheme for the faculties of Odisha Medical Education Service (OMES) Cadre working in Government Medical and Dental Colleges providing them 2 assured promotions i.e. after 06 years and 12 years of service counted from the direct entry level after being recruited through Odisha Public Service Commission (OPSC) as given in the table below, with the following guiding principles:—

Sl. No.	Career progression/Financial up- gradation under DACP Scheme	No. of years of regular service required for career progression under the DACP Scheme
(1)	(2)	(3)
From	To	
1 Academic Level-12 of ORSP(MCT) Rules, 2019	Academic Level-13A of ORSP(MCT) Rules, 2019.	06 years of continuous service from entry level.
2 Academic Level-13A of ORSP(MCT) Rules, 2019	Academic Level-14 of ORSP(MCT) Rules, 2019.	12 years of continuous service from entry level.

3. For availing the above assured career progressions/ financial upgradations under DACP Scheme, a Medical College faculty shall fulfil all other criteria of promotion as required under Odisha Medical Education Service (Method of Recruitment and Conditions of Service) Rules as well as the Odisha Civil Services (Criteria for Promotion) Rules as amended from time to time.

4. There shall be a Screening Committee to be specially constituted to decide the eligibility of the Medical College faculties for upgradation(s) under DACP Scheme. The Screening Committee shall follow a time schedule and meet once in a calendar year, preferably during the month of January to March of every year. The Screening Committee shall consider the cases of Medical College faculties those who completed the required mandatory period by the end of previous calendar year i.e. the 31st December of previous year.

5. The Medical College faculties recommended by the Screening Committee shall be allowed financial upgradation(s) from the date of completion of required mandatory period of service. The cases of Medical College faculties who are not selected/ recommended by the Screening Committee due to non-availability of required Performance Appraisal Reports (PARs)/ non-submission of Property Return shall be considered in the next year and they shall be allowed the financial up-gradation(s) from the date of issue of such order.

6. In case of pendency of Disciplinary/ Vigilance/Judicial Proceeding etc., grant of benefit under the DACP shall be subject to rules governing normal promotion. Such cases shall be regulated under the provisions of the OCS (CCA) Rules, 1962 and the laws under which the judicial proceedings are instituted, as the case may be.

7. If a regular promotion in due course is refused/forgone by the Medical College faculty before becoming entitled for assured career progressions/financial upgradation(s) under DACP Scheme, then he will not be given any benefits under DACP Scheme, as the Medical College faculty has not been stagnated due to lack of promotional opportunity.

8. Benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation(s) under the DACP Scheme. There shall be no further fixation of pay at the time of regular promotion, but the usual date of increment shall be retained.

9. The DACP Scheme envisages merely placement in the immediate next higher level in the Pay Matrix.

10. On grant of financial upgradation(s) under the DACP Scheme, there shall be no change in the designation. However, financial and certain other benefits which are linked to the pay drawn by an employee such as HBA, allotment of Government accommodation shall be permitted.

11. The financial upgradation under the DACP Scheme shall be purely personal to the Medical College faculty and shall have no relevance to his position of seniority in the grade. As such, there shall be no stepping up of pay/ antedation of increment between senior and junior after regulation of pay under DACP Scheme.

12. Any relaxation required for effective implementation of the DACP Scheme shall be done in consultation with concerned Authorities/ Departments.

13. This scheme shall take effect from the date of issue of this Notification.

14. This has been duly concurred in by Finance Department in their OSWAS File No. FIN-SOS3-ESTT-0003/2024.

By order of the Governor

SHALINI PANDIT

Commissioner-cum-Secretary to Government